

Modern Slavery Act 2015

Modern Slavery and Human Trafficking Statement

Introduction

Payday Payroll Ltd recognises that all businesses have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. As recruitment experts, we take our responsibility for supplying staff seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our own processes around candidate engagement and candidate management ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified. The main sectors affected include, but are not limited to, transport & logistics.

This statement focuses specifically on our compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains. We pride ourselves on our due diligence and candidate management.

Our Business

Our business consists of recruitment across these main sectors;

Transport

Logistics

Public Sector

Administrative and Clerical

Healthcare

Construction

Our Supply Chains

Our supply chains include, but are not limited to, sourcing candidates for clients. We expect our suppliers and potential suppliers to aim for high ethical standards

and to operate in an ethical, legally-compliant and professional manner in all instances. We endeavour to ensure that all our clients, suppliers and third-party collaborators operate a similarly diligent approach in their operational practices.

Our Collaborator Expectations:

All companies that Payday Payroll collaborate with are expected to adhere the Modern Slavery Act 2015, and should have in place a policy recognising, respecting and protecting the human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Employees or agency workers on assignment should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

All employees and agency workers on assignment must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to, without any unauthorised deductions. Clients, suppliers and third-party collaborators should observe the provisions of the International Labour Organization such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Due Diligence Process for Slavery and Human Trafficking

Payday Payroll Ltd ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; such compliance forms part of our contractual relationship with suppliers.

All Payday Payroll Ltd employees and registered agency workers are given equal opportunity to voice concerns about working practices that affect their immediate rights, as well as those known to the individual through the Company.

Training

All staff within the company are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery.

Our Strict GDPR policy means our internal systems alert all relevant members of management to document expiration that allows the company to monitor document expiration and maintain live data held on all employees and agency workers.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Payday Payroll Ltd slavery and human trafficking statement in respect of its 2018 financial year.

Signed: Cezar Ahmet

Position: Director

For and on behalf of Payday Payroll Ltd